



PAY ANALYSIS

JANUARY 2021

PAY GAP

Along with ensuring equal pay, Firmenich is committed to fostering a transparent and fair working environment, rewarding employees based on their performance.

Equal pay is about a man and a woman receiving equal pay for the same or similar job.

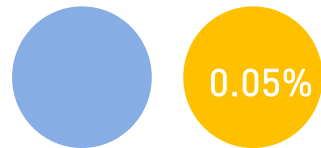


Men



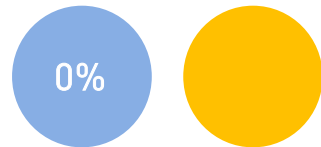
Women

A positive number indicates that women or men on average earn more than men or women.
2020 data for Firmenich Group.



0.05%

The **mean** pay for women is 0.05% higher than that of men



0%

There is no significant gap between the **median** pay for men and women

NO SIGNIFICANT PAY GAP

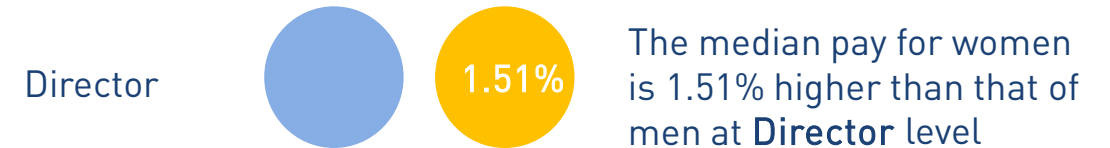


Men



Women

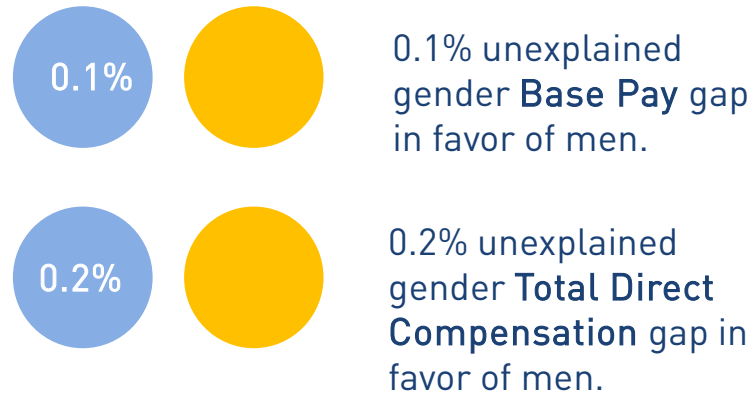
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2020 data for Firmenich Group.



UNEXPLAINED PAY GAP

There is no significant unexplained pay gap between men and women.

The unexplained gender pay gap on average is 0.1% on Base Pay on and 0.2% on Total Direct Compensation in favor of men.*



* Significance at 5% (p-value < 0.05) as per EDGE methodology



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